

CITY OF SUNNYVALE
2006 Summary of Service Employees International Union, Local 715 (SEIU) Benefits

HEALTH BENEFITS

Effective 1/1/06, City pays a maximum of \$119.54 per pay period toward the cost of medical insurance. The City also contributes toward a Cafeteria Benefits Plan as outlined in the SEIU MOU.

MEDICAL INSURANCE

Medical plan becomes effective the first of the month after start date and upon completion of the enrollment form. Employee selects from multiple carriers. Refer to the CalPERS (California Public Employees Retirement System) Basic Health Plan Booklet for information regarding plans available to city employees.

Dual coverage through the CalPERS Health Benefits Program is prohibited by law. Therefore, no one may have more than one enrollment through CalPERS Health Benefits, with the City of Sunnyvale or any other participating member agency; such situations must be resolved retroactively to the date dual coverage began.

NOTE: The City pays to the employee \$11.54 per pay period (\$25.00 per month) if the employee waives medical insurance coverage. Refer to Waiver form for additional information on this option. *If you have coverage under a CalPERS Medical Plan through a City of Sunnyvale employee you are not eligible for cash-in-lieu.*

DENTAL INSURANCE

Dental plan becomes effective the first of the month after completion of 13 pay periods of service and upon completion of the enrollment form. Detailed information on both plans will be provided upon eligibility.

Option A: Delta Preferred, PPO

Option B: Delta Care, HMO

VISION INSURANCE

Vision plan becomes effective the first of the month after start date and upon completion of the enrollment form. VSP provides for an eye exam every 12 months, and lenses and frames every 24 months. See Vision Plan summary for more information.

EMPLOYEE ASSISTANCE PROGRAM (Managed Health Network - MHN)

The City provides automatic enrollment for this benefit. Eligibility is a start of employment. EAP offers counseling, problem resolution, legal assistance, financial planning and tax assistance. See booklet for additional information. You and your eligible dependents are entitled to receive up to (7) sessions each per benefit period (August 1 – July 31).

Notes for health benefits:

1. Please refer to the PERS Health Plans Booklet for medical eligibility and enrollment information. For medical and vision insurance, your eligible dependents may be covered up to age 23, unless they get married.
2. Dental dependents may be covered up to age 19, unless they are full-time students. Full-time students may be covered up to age 23.
3. Once a year there is an open enrollment. At this time you may change medical carriers, and/or add or delete dependents not enrolled previously on your coverage.
4. City of Sunnyvale requires proof of eligibility to provide these benefits.

RETIREES MEDICAL INSURANCE:

To be eligible for medical insurance into retirement, the effective date of retirement must be within 120 days from date of separation from employment. Effective 1/1/06, the maximum amount for annuitants previously represented by SEIU is \$259.01 per month. The amount to be contributed towards annuitant's medical insurance, is based on the amount contributed for medical insurance for current employees.

STATE DISABILITY INSURANCE / PAID FAMILY LEAVE

Effective 8/1/96, State Disability Insurance is provided. Employee's contribution is 0.8% of wages up to \$79,418 effective January 1, 2006 for State Disability Insurance and Paid Family Leave combined. NOTE: For benefits information contact the local State of California Employment Development Department.

PREMIUM CONVERSION

The City has established a Premium Conversion Plan under Section 125 of the Internal Revenue Code which permits the employee to designate payment of his/her health insurance premium contribution on a before-tax basis. Making payments on a before-tax basis offers the advantage of tax savings since the health insurance premium contribution amount reduces the employee's taxable gross wages before federal and state income taxes and Medicare taxes are calculated.

You are immediately eligible to enroll in the Premium Conversion Plan on your date of hire if you are responsible for contributing towards your health insurance premiums as designated by the Salary Resolution. Please refer to the Premium Conversion Summary Plan Description for additional information.

WORKERS' COMPENSATION

Workers' Compensation is provided for employees according to State Law.

LEAVES

PAID LEAVE

Accrue at the rate of .085 per hour worked	0 – 1000 city paid hours
Accrue at the rate of .094 per hour worked	1001 – 2500 city paid hours
Accrue at the rate of .119 per hour worked	2501 + city paid hours

BEREAVEMENT LEAVE

At start of employment, employees are eligible for up to 21 hours of Bereavement Leave. This leave applies to close family members as specified in the Memorandum of Understanding.

JURY LEAVE

At start of employment, employees are eligible for Jury Leave as specified in the Administrative Policy.

FAMILY / MEDICAL LEAVE (FMLA of 1993)

After 12 months of employment FMLA/CFRA is provided for as stated under State and Federal law and Administrative Policy. The City will provide health insurance benefits to eligible employees, while on leave due to disability or maternity leave, for up to twelve (12) calendar weeks in a twelve (12) month period as described in the SEIU MOU.

PUBLIC EMPLOYEES' RETIREMENT SYSTEM (PERS)**Local Miscellaneous 2% at 55**

The City participates in a retirement system through a contract with the State of California Public Employees' Retirement System (PERS) for retirement plans for qualified Safety and Miscellaneous employees. All plans include the 1959 Survivor Benefit. Local Miscellaneous category employees are covered under the 2% at 55 plan. *Reciprocity with CalPERS is available.*

An employee is vested after 5 years of PERS credited service. (For less than full time employment, proration of hours is used).

The amount of benefits is based upon a percentage of "final compensation". The calculation for final compensation includes, age, years of service, and single highest year option.

Employee's contribution is 7% and fully paid by the City. In addition, the City reports the Employee Paid Member Contribution (EPMC) of 7% as compensation. There is a mandatory \$0.93 employee-paid Survivor Benefit deduction.

MISCELLANEOUS**DEPENDENT CARE REIMBURSEMENT**

Employees are eligible at start of employment to enroll in the Dependent Care Reimbursement Program. This program allows you to pay for your dependent care expenses using Pre-tax dollars. Please refer to the TLC Administrators description of Dependent Care Expenses for details.

DEFERRED COMPENSATION

Employees are eligible for participation at start of employment to contribute to deferred compensation. Plans are offered through 3 providers:

ICMA

Nationwide Retirement Solutions

CalPERS

Effective date begins the month after completion of enrollment form. The maximum contribution per calendar year 2006 is \$15,000. Please refer to the Deferred Compensation Information Sheets for more detailed information.

SUNNYVALE EMPLOYEE'S CREDIT UNION

Initial sign-up must be done at the Credit Union office at 333 W. Maude Ave., Suite 114, Sunnyvale. Paycheck deductions are available by contacting the Human Resources Department.

TUITION REIMBURSEMENT

Employees are eligible for Tuition Reimbursement at start of employment with Human Resources' approval. Percent reimbursed is based on relatedness to job (100% - 50% - 10%) and departmental budget. Reimbursement is based on San Jose State University fees and may be taxable.

BILINGUAL PAY

Employees shall be entitled to receive bilingual pay, in addition to their regular compensation, as specified in the provisions of the current Memorandum of Understanding.

DIRECT DEPOSIT

Direct Deposit of pay is the electronic transfer of all or a percentage of the employee's net pay into one or more checking or savings accounts at the participating financial institution(s) of the employee's choice. Please refer to the Direct Deposit of Pay Fact Sheet for additional information.